



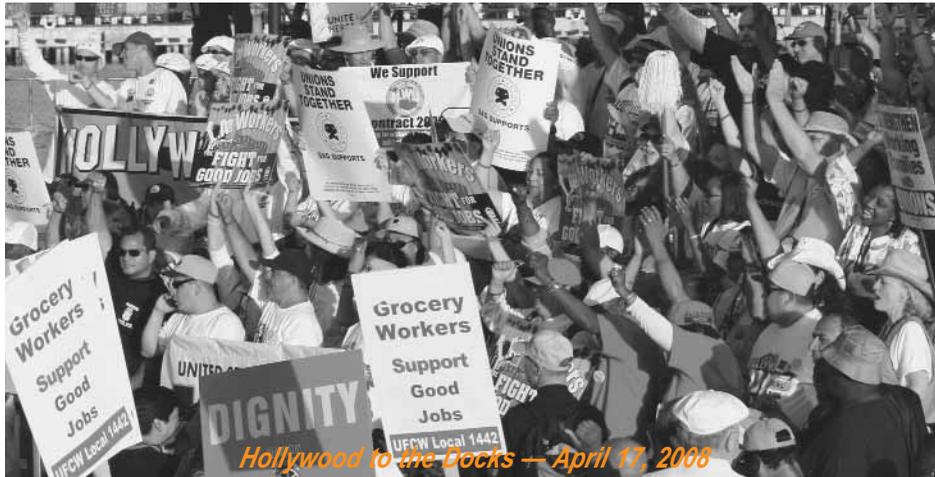
TEAMSTER

Northern California

Serving more than 70,000 Teamsters and their families

Volume 53, Number 2

May/June/July 2008



Hollywood to the Docks — April 17, 2008



Good Jobs/Clean Air for Oakland — March 17, 2008

From Hollywood to the LA Docks, from Oakland City Hall to the Port, and at SF City Hall and the Federal court house

Teamster solidarity takes it to the streets

Teamsters have joined with unions and community groups in San Francisco, Oakland, and Los Angeles in four large demonstrations over the last three months to call attention to the plight of working people and their communities, and specifically, to improve working conditions and contracts.

Most recently, the march from *Hollywood to the Docks* began on April 15th in Hollywood, where actors represented by the Screen Actors Guild and American Federation of Television and Radio Artists face immediate contract negotiations. The march concluded on April 17, at the Port of Los Angeles in San Pedro, where Longshore workers represented by the International Longshore Warehouse Union face contract negotiations in July.

All along the 28-mile, three-day march, route workers and community members held events highlighting the issues impacting working families such as the Governor's proposed

budget cuts, a lack of affordable housing, and the healthcare crisis.

Bay Area Teamsters went to L.A. for the event and joined Teamsters and members of 30 other Southern California unions to hear, among others, General President James Hoffa rally the 5,000 demonstrators to get involved in the 2008 elections, which he dubbed a once in a life time opportunity.

Good jobs, clean air for Oakland

On March 17, more than 300 truck drivers, West Oakland residents, and labor/community activists marched from Oakland City Hall to Port headquarters in Jack London Square to demand that the Port create a new model for trucking services; one that would improve air quality and offer workers the opportunity to join a union. The group presented poster-sized letters to Mayor Ron Dellums and to Port Commissioners Victor Uno and Margaret Gordon. "We must end the sweatshop-

on-wheels system that has drivers waiting for hours without pay while spewing diesel fumes into the community," said Teamster Port Director and Joint Council 7 President Chuck Mack.

Supporting United mechanics

On March 5, hundreds of supporters, including Teamsters, United Airlines (UAL) mechanics, Bay Area union members and elected officials, joined Teamsters Union General President Jim Hoffa and San Francisco Mayor Gavin Newsom at a rally on the steps of City Hall to protest a plan by UAL to outsource nearly 4,500 jobs at its San Francisco International Airport maintenance facility.

The rally coincided with efforts by Local 856 and other Locals around the nation to organize the United mechanics into the Teamsters union. By the end of March, the mechanics overwhelmingly chose the Teamsters Union as their collective bargaining representative by a vote of 4,113-2,631.

Stop cross-border trucking

The Teamsters, Sierra Club and Public Citizen sued the Bush administration in August, 2007 to try to stop the cross-border program, which the U.S. agreed to as part of the 1994 North American Free Trade Agreement. The groups argue that the cross-border program will erode highway safety and eliminate U.S. jobs. They also say there are insufficient safeguards to ensure Mexican trucks are as safe as U.S. carriers.

On February 12, when the case was finally being heard by the 9th U.S. Circuit Court of Appeals, hundreds of Teamsters and supporters marched and packed the courtroom where an apparently divided three-judge panel heard arguments in the case.

Several tractor trailers were parked outside the courthouse and hundreds of union members and environmentalists protested the program.

The court's decision should come out this summer.



Don't Outsource United — March 5, 2008



End Cross-Border Trucking — February 12, 2008



President's Report

by
Chuck Mack

Organizing—at the worksite & on the streets

The past months have been frantic in the Teamster world. It's been one national contract after another, organizing drive after organizing drive, and a host of rallies, demonstrations and protests thrown into the mix.

The level of activity is unprecedented and the level of achievement is unparalleled. In my experience, we have never accomplished so much in such a short period of time.

Three national contracts have been concluded in less than a year. Negotiations were back to back—UPS first, followed by freight, followed by DHL. Talks were difficult, tense, at times even explosive, but in the end, agreement was reached. Money in the new pacts for wages and benefits was record-setting and all three have enhanced job security for our members.

New members!

Shortly before being executed by a firing squad in Utah back in 1915, labor activist and IWW member, Joe Hill, admonished his supporters; "Don't waste time in mourning—Organize!" The Teamsters, somewhat belatedly, are heeding Joe Hill's advice.

In the first three months of the year, we've organized close to 25,000 new members nationally—9,500 came from UPS Freight (with another 5,000 soon to follow). More than 9,000 mechanics at United Airlines voted overwhelmingly in late March, to become Teamster members. Add to that thousands more workers at First Student and MV Transportation

who have said "Teamster—Yes" and you have the largest IBT three month organizing numbers in sixty years.

Joint Council 7 locals are part of the program. Locals 70, 287 and 624 organized, or are organizing, UPS Freight locations in their areas. 856 worked tirelessly to organize United's base in San Bruno. They won and have 2,000 new members to show for it. Bus driver units at MV Transportation have been successfully targeted by Locals 287, 315, 490 and 853, and there are more units to come.

Locals 85, 350, 890 and 912 haven't been on the sidelines. 85 is moving on DHL's San Francisco Gateway, where there are close to 100 potential new members. Local 350 organized Allied Waste recyclers at Newbie Island and Green Team in San Jose, and Locals 890 and 912 have ongoing campaigns in food processing, beverage and the public sector.

When necessary we've taken to the streets to make our point and drive our agenda.

Here in the Bay Area, Teamsters rallied in February at the Ninth Circuit Court of Appeals in San Francisco to protest cross-border trucking. We were joined by the San Francisco Labor Council, Change to Win unions, the Sierra Club, and community activists, bringing our group to about 500 protesters. We were heard loud and clear—and the Teamster trucks from Southern California underscored the message.

In March, we came together at San Francisco City Hall to support the organ-

izing drive at United. International President Jim Hoffa and Mayor Gavin Newsom were joined by hundreds of supporters and rank and file members. The message: Teamsters Yes—AMFA No and the workers responded.

On St. Patrick's Day, we did it again. Teamsters and other members of the coalition for Clean and Safe Ports marched and rallied in downtown Oakland. We told the Port to give port drivers employee status so they can join a union and bargain collectively.

The March from Hollywood to the Docks in April was over the top. This three-day event supported 350,000 Southern California workers who will negotiate contracts this year or try to organize. The Screen Actors Guild, SEIU janitors, homecare workers, teachers, and ILWU longshore members have contracts that are expiring.

At the same time, unions have launched organizing campaigns for security officers, hotel workers and port drivers. Bringing these workers under a union contract will end the exploitation of close to 30,000 Southern California workers.

Teamster General President James Hoffa came to California to support the

port drivers. Joint Council 42 President Jim Santangelo, along with Western Region Vice President Randy Cammack, pulled out all the stops and several thousand officers and officials responded. We also had a strong, vocal contingent attend from Northern California.

We had the numbers and the enthusiasm. The message: an injury to one is an injury to all.

It was a great day for the port drivers campaign, a great day for Teamsters, and a great day for workers.

On the move

The Teamsters union is on the move. Yeah, there's a lot of talk but there's even more action. Whether its negotiations, organizing, demonstrations, opposing unfair trade agreements or endorsing Barack Obama, we're a clear voice for our members and an increasingly important voice for workers overall.

We're building a reputation, strong and powerful to be sure, but at the same time caring and committed to building a better, more just society for all. We're building a reputation for adhering to principle, standing for workers, but equally, standing for a clean and healthy environment, safe communities and a world at peace.



PEOPLE & POLITICS

Teamsters endorse Obama for president for his strong stands on labor issues

In February, the Teamsters weighed in on the Presidential Primary—and threw their support to Senator Barack Obama.

The endorsement decision follows a meeting in Austin, Texas, between General President Hoffa and Obama, and completes a months-long process that included polling of Teamster members, surveys of local union and joint council leaders and deliberations by the union's democratically-elected General Executive Board.

"Senator Obama understands the challenges working people face every day," Hoffa said. "He is the candidate in the best position to lead our movement to restore the American dream for working people in this country. Senator Obama will fight for better wages, real health care reform, stronger retirement security, fair trade and an end to the outsourcing of good jobs. He understands the importance of giving workers a voice at work and will fight for strong

unions to help rebuild America's middle class."

The Teamsters recently established a "Teamsters for Obama" website: www.teamstersforobama.org. Due to federal election laws, only members may enter the site. To find your password, go to the contents page of your April Teamster magazine.



Joint Council 7 Secretary-Treasurer/Local 350 Secretary-Treasurer Robert Morales met with Democratic Presidential candidate Barack Obama in April to discuss labor issues.



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**Attention
Members:**

When sending in address changes,
please include your local number.

Joint Council 7 Endorsements June 3, 2008 election

Congressional Candidates

- 1 *Mike Thompson (D)
- 6 *Lynn Woolsey (D)
- 7 *George Miller (D)
- 8 *Nancy Pelosi (D)
- 9 *Barbara Lee (D)
- 10 *Ellen Tauscher (D)
- 11 *Jerry McNerney (D)
- 12 *Jackie Speier (D)
- 13 *Fortney 'Pete' Stark (D)
- 14 *Anna Eshoo (D)
- 15 *Mike Honda (D)
- 16 *Zoe Lofgren (D)
- 17 *Sam Farr (D)

State Senate Candidates

- 3 *Carole Migden (D)
- 7 Mark DeSaulnier (D)
- 9 Wilma Chan (D)
Loni Hancock (D)
- 11 *Joe Simitian (D)
- 13 *Elaine Alquist (D)
- 15 No Endorsement

Assembly Candidates

- 1 Wes Chesbro (D)
- 6 *Jared Huffman (D)
- 7 *Noreen Evans (D)
- 11 Tom Torlakson (D)
- 12 *Fiona Ma (D)
- 13 Tom Ammiano (D)
- 14 Tony Thurmond (D)
- Dr. Phil Polakoff (D)
- Kriss Worthington (D)
- Nancy Skinner (D)
- 15 Joan Buchanan (D)
- 16 *Sandre Swanson (D)
- 18 *Mary Hayashi (D)
- 19 Richard Holober (D)
- 20 *Alberto Torrico (D)
- 21 *Ira Ruskin (D)
- 22 Dominic Caserta (D)
- 23 *Joe Coto (D)
- 24 *James Beall, Jr. (D)
- 27 Bill Monning (D)
- 28 *Anna Caballero (D)

* Denotes Incumbent

Last year, the State Legislature and the Governor agreed to move the presidential primary from June to February to make sure, they believed, that California's vote would finally be relevant. Even with the new election, however, California still needed to hold the June primary for our local races. The California Teamsters Public Affairs Committee met on April 9 in Long Beach and made the following endorsements for the June 3, 2008 elections.

State Propositions

Two propositions are on the ballot addressing similar issues, but don't be fooled; they are very different. Prop 98 was put on the ballot by a rich developer who wants the right to use "eminent domain" to take private property and develop it for his own profit. Prop 98 will also eliminate renter protections, stop future water projects, destroy local land-use planning, erode environmental protections and lead to higher taxpayer costs.

On the other hand, Prop 99 prohibits taking homes to transfer to a private developer. This bill is supported by labor, environmentalists and even the Chamber of Commerce.

Vote NO on Prop 98
Vote YES on Prop 99

San Francisco Measures

A	(to support teachers)	YES
B	(to protect city employees' health & improve pensions)	YES



JOINT COUNCIL ORGANIZING

Joint Council Organizing campaigns begin to bear fruit

By **PILAR BARTON**
Strategic Organizer

Joint Council Organizing is in full swing. We have scheduled numerous organizing trainings and have launched several organizing campaigns.

This report comes at a critical time in our nation's history and for our labor movement. Fortunately, it's great to say that we are growing in numbers, so not only can we make a difference this year in our organizing efforts—we know that we'll have increased clout in upcoming contract efforts as well as in the coming elections.

United Airlines mechanics

The United Airline Mechanics campaign was a huge victory and added 9,300 members to the Teamster ranks. Local 856 organizers, joined by International and rank-and-file organizers, worked rigorously to help Bay Area mechanics win their election for representation by the Teamsters. This success gives airline industry workers the kind of union density that allows for stronger and more enforceable

contracts. The Teamsters will also be in a better position to ensure that United Airlines mechanics' work will not be outsourced.

UPS Freight

10,000 UPS Freight workers organized in 100 days! And, on April 5th, close to 250 UPS Freight workers from Locals 70 and 287 ratified their first contract. The agreement provides them with improved wages and benefits.

Joint Council Organizing is working in coordination with those two locals to keep the internal organizing committees functioning post contract-ratification. The unity of these workers is an asset to the locals and assures dignity in the workplace.

Locals 890 and 624 are both close to collecting the majority of signed union cards at the UPS Freight facilities in their jurisdictions. Once these cards are in hand, the workers will be able to sign on to the new master contract.

Ongoing Campaigns

Joint Council 7 Organizing contin-

ues to work in coordination with several locals on numerous ongoing campaigns in the construction, warehouse, and public sector industries.

Local 853 is working on campaigns in the beverage and construction industries with election dates coming up.

Local 624 is currently working on three organizing campaigns. In addition to UPS Freight, they have a campaign at V Dolan Trucking, and have filed a petition with the Labor Board for an election date. And at MV Transportation, the local has filed for card check recognition.

Local 624 has done a terrific job helping workers organize. A united effort by local staff and Joint Council Organizing will ensure these workers are properly prepared for the company anti-union tactics that we've grown to expect in any union organizing drive. We are also working with the local to develop internal structures that will ensure workers' unity up to and beyond the first contracts.

We are working with Local 912's rank-and-file volunteer organizer on

campaigns in the bread and beverage industries. Local 70 and 287 are in the beginning stages of several campaigns in their traditional industries and are using these campaigns as a training ground for volunteer organizers.

It would be impossible for Joint Council Organizing to implement all of the campaigns currently in the works without the help of local staff, retirees and active members. We are therefore encouraging locals to contact Joint Council 7 to schedule organizing trainings.

The opportunity before us

We are in a unique position to organize because the unorganized workers in our country are crying out for change.

Why? One key reason is that workers' rights and collective bargaining coverage in America have slipped to the bottom in comparison to other industrial nations. We are in the midst of a health care crisis, with record high costs and less coverage than ever before. Workers are losing the pensions they were counting on and their retiree health coverage.



Local 287

MV Transport workers get first contract

Before joining the Teamsters, life at ATC Vancom in Santa Clara County meant no lunch breaks, a constant change in work schedules, bus routes and a constant denial to requests for time off. "There was no job protection," said Reynaldo Perteca, a seven-year employee. "You were like a rabbit with a wolf."

Tired of feeling like a hunted animal, Perteca and his colleagues banded together

and voted overwhelmingly to join Local 287. That's when life started to get better for them. Then, in October, MV Transportation, Inc. took over ATC Vancom. MV Transportation and the Teamsters were able to quickly negotiate a strong three-year contract and workers voted 220-63 to ratify it.

The 325 members provide transportation services to disabled, mental-challenged and elderly people.

"Not only was the vote a huge victory but we also got the employees an immediate \$1 wage increase, future wage increases thereafter, and they're now in the Western Conference of Teamsters Pension Plan," said Bob Blanchet, President of Local 287.

Help from the Union

Blanchet said the contract would not



MV Transportation employees proudly display the cards they used to register their support for having union representation.

have been possible without the help of Teamsters General President Jim Hoffa, International Vice President Chuck Mack, and Industrial Trades Representative Rick Middleton. Mack brought MV Transportation CEO Jon Monson to Washington, D.C. to meet with Hoffa and Middleton.

"If it wasn't for Chuck, Rick, and especially Mr. Hoffa getting the union and the employer both on the same page, this contract would not have happened," Blanchet said. "I just wish we could do this more."

In July, Blanchet will have the authority to collect cards from a new group of workers—those who take veterans to VA facilities. "Once a majority of them sign up, we will have an additional 80 members for the local," he said.

UPS freight in San Jose signs union cards

A majority of the workers at UPS Freight in Sunnyvale have signed authorization cards to become Teamsters. Thanks to a card check agreement negotiated with UPS by the IBT and Ken Hall, Director of the Package Division, the local did not have to go through an NLRB election.

On April 3, Local 287 was certified as the representative of the UPS Freight employees. On April 5 and 6, these employees, along with



9,000 other UPS Freight employees across the country were able to participate in the process of getting a first contract, which was ultimately ratified by more than 89% of the employees who voted. The contract provides them better wages, benefits and working conditions.

"We are excited to have the UPS Freight employees as members and look forward to representing them," said Secretary-Treasurer Bill Hoyt.

Local 315

Teamsters participate in building trades confab

Local 315 Secretary-Treasurer Dale Robbins congratulates California State Building and Construction Trades Council President Bob Balgenorth who won re-election to a four-year term.

The State Building Trades Council celebrated their 60th Convention on March 28-29 in Cathedral City, near Palm Springs. Current officers of the Council were all re-elected to their positions with unanimous approval of the delegates. Balgenorth was re-elected as president; James Kellogg, International Representative from the United Association of Plumbers and Steamfitters remains Secretary-Treasurer; Neil Struthers, Chief Executive Officer of the Santa Clara-San Benito Counties Building Trades Council is Northern California Vice President; and Brad Pleuger, International Representative, Region VII, Sheet Metal Workers International Association, is Southern California Vice President.

Robbins is the Teamster representative on the State Building Trades Council's Executive Board and also served as Vice

Chair of the President's Report committee. He also served on the escort committee for Jack O'Connell, State Superintendent of Public Instruction.

The SBCTC Convention delegates meet every four years for election of officers and amendments to the By-Laws. Highlights of this year's convention were the announcement of the International Laborers Union re-affiliation with the National Building Trades Council and the Southern California District Council of Laborers re-affiliation with the State Building Trades Council.

Teamsters Local 853 member Debra Chaplan, and editor of this newspaper, was also in attendance, as she serves as the Director of Special Programs for the State Building Trades Council.



State Building Trades Council President Bob Balgenorth accepts congratulations from Local 315's Dale Robbins.

Debra also plays a major role to facilitating the annual Women Building California conference which is being held in Oakland on May 17-18.

Teamster women who work in the construction industry should contact your local union for more information about this important event.

Local 853

Member to return to work with full back pay

Corey Hoffmann worked at Amports in Benicia, as a utility employee. He got fired in April of 2007 for an issue related to job performance.

"From our perspective, the company jumped the gun and accelerated the progressive discipline," explained Local 853 Business Agent Ron Paredes. The union grieved the firing and took the case to a board of adjustment, but when the board deadlocked, the union had to take it to arbitration. Dan Boone at the Weinberg law firm handled the case.

It took until January for an arbitrator to hear the case and the decision finally came out in March.

"In her wisdom, the arbitrator sustained the grievance," Paredes explained. "She ruled that while there was cause for discipline, the

appropriate discipline should have been a two week suspension, not a termination. She said that the company needed to 'make whole' our member."

At presstime, the exact amount of the check Hoffman is due to receive has not been finalized by the lawyers. "We expect he'll be getting a check in the area of \$14-\$15,000 in wages, plus eleven months of pension contributions and pro-rated vacations," Paredes said. The check should be processed in May.

"Clearly, this is the benefit of being in a union," Paredes added. "If Corey weren't in a union, he'd have been fired, and that would be that. "Justice is rarely as fast as we'd like it to be, but the union will be there for our members."

THE LOCALS

Local 856

Organizing victory at United Airlines

On March 31, after a two-year struggle that started in the Bay Area and grew into a national campaign, United Airline mechanics can finally call themselves Teamsters.

The mechanics voted overwhelmingly to replace the Aircraft Mechanics Fraternal Association (AMFA) with the Teamsters as their representative so that they would have a strong union to fight the outsourcing of their jobs, regain their lost pensions and have better representation in general. The vote will affect more than 9,000 mechanics and related employees across the country and about 3,500 in the Bay Area.

The organizing campaign reached a fever pitch in March. United Airline mechanics, organizers from the International Union, officials from the IBT Airline Division, Local 856 staff, and staff from other Bay Area Locals worked fervently to get out the vote to eligible mechanics. This undertaking included making 2,500 house calls in the Bay Area as well as countless telephone calls.

On March 5, General President Jim Hoffa paid a visit to aid the effort. The

same day hundreds of people showed up at a rally in support of the mechanics held on the steps of San Francisco City Hall.

While Hoffa stressed the importance of keeping these well-paying, highly skilled jobs in the country to ensure airline safety, San Francisco Mayor Gavin Newsom talked about the value of these jobs to the local economy.

Local 856 then hosted a luncheon in honor of Hoffa's visit and to pay tribute to the Committee for Change, the original group of mechanics who led the organizing campaign. Each member stood up and told poignant stories of their struggles with the company and weak unions, demonstrating how imperative the Teamsters are to their futures and livelihoods.

Hoffa then headed to the United Airlines maintenance facility where he met with workers and helped distribute informational flyers. The event, which included Teamster trucks lining the street, partially shut down South Airport Boulevard, illustrating the power the Teamsters wield.

Local 856 Secretary-Treasurer Joe



Jim Hoffa comes to Local 856 hall to rally the United Mechanics activists who led the Teamster organizing campaign.

Lanthier, along with President Julie Wall and Business Representatives Mike Lagomarsino and Peter Finn, traveled to Washington to meet with the Airline Division the day the election results were tallied by the National Mediation Board, while many mechanics gathered at Local 856's offices to wait for the returns.

Committee for Change Chairman Rich Petrovsky said that after two years of hard work, the mechanics finally have the opportunity to secure their futures.

"Now that these mechanics are Teamsters, they have the backing of a strong and courageous union to address their outsourcing and pension concerns," Lanthier said. "The mechanics may have won the election, but every member of Local 856 shares in this victory because an increase in membership increases the collective power of the union, especially when advocating for labor issues," he added. "We will now, more than ever before, be a force to be reckoned with."

Local 896

Arbitrator rules Coke must return 17 members to work

It took two long years and a number of hearings, but the fight was worth the wait. An arbitrator ruled in the union's favor in February and returned to work 17 unjustly fired Coke-San Leandro employees.

"We couldn't be happier for our members," Local 896 Business Agent Daniel Valencia said. "Unfortunately, it has taken two years for them to get their jobs back when, from the beginning, we tried to work it out and come to an agreeable solution. The company wanted to make a global statement using these employees as an example."

The issue centered around the use of surveillance cameras and past practice. In the wake of 9/11 and with the beginning of "homeland security," Coke officials installed cameras in certain areas of the plant. At the time, they informed union officials and employees and even pointed out where the highly visible casino-like cameras were placed. The company also assured

everyone the cameras would not be used for disciplinary measures; they were only put in place to protect the employees and the product.

But during a 'company upgrade' while the plant was shut down, Coke officials installed hidden cameras inside and outside the lunchroom areas. This time, they failed to inform the union or the employees. The company

later stated the hidden cameras were installed to bust a drug ring.

One evening, in what Shop Steward Dan Dominguez described as a SWAT team raid, with local police outside, company officials and security guards surrounded 17 members, fired them and escorted them off the property.

The company claimed the employees had been stealing product because they were filmed either drinking or putting damaged product in their lockers.

"Drinking the damaged product has been a past practice for over 35 years," Valencia noted.

The union quickly took the case to a Board of Adjustment, which consisted of two management representatives from companies other than Coke and two union representatives from locals other than Local 896. When that group deadlocked on their decision, the issue was forced into arbitration.

At one point, Coke officials did offer a compromise: if the union would choose five or six members to be fired, the rest could get their jobs back. "I told them there was no way we would agree to that," Valencia recalled.

"Our case was based on the timeliness issue. The company had been secretly videotaping employees for six months," Valencia explained. "If you knew someone did something wrong six months ago, then you should have fired him six months ago. You don't wait to see how many people you can get in a six-month period."

The arbitrator agreed with the union and ruled on the timeliness of the case, stating that discipline has to be issued within five days.

In the end, the 17 members all got their jobs back and split a significant back-pay settlement.



Local 896 members get their jobs back at Coca Cola

TEAMSTERS JOINT COUNCIL 7

Executive Board

Chuck Mack—President
 Steve Mack—Vice President
 Robert Morales—
 Secretary-Treasurer
 Rome Aloise—
 Recording Secretary
 Ernie Yates — Trustee
 Carlos Borba — Trustee
 Franklin Gallegos — Trustee



Delegates' Meetings

The regular delegates' meetings are held the first Tuesday in February, April, June, August, October and December.

Please note: The **Bulletin Board** is included in the paper only once each year, in the Feb/Mar/April issue. We print address and meeting changes on an ongoing basis.

Your Local Union Phone Numbers

General meeting notices were posted in the February/March/April issue of this paper. For meeting dates and locations, refer to that notice or call your Local Union. Phone numbers are as follows:

70	510-569-9317	624	707-542-1292
85	415-344-0085	665	650-991-2102
278	415-467-0450	853	510-895-8853
287	408-453-0287	856	650-635-0111
315	925-228-2246	890	831-424-5743
350	650-757-7290	896	707-644-8896
490	707-643-0387	912	831-724-0683

In Memoriam

Joint Council 7 officers extend condolences to the family and friends of the following Teamster members who died recently

Local 70

ANDRADE, Alfred
 CARPANETO, Frank
 CUMMINGS, LeRoy
 CUNNINGHAM, Kathy
 ENGLE, James
 FANUCCHI, Sergio
 FULLER, Greg
 HOBBS, David
 KELLY, James H.
 LA POINTE, Charles
 MENDEZ, Robert

Local 78/853

DI DENATO, Raymond

Local 85

ARIETTA, Peter
 FOGLE, Otis "Dave"
 KIELY, Al
 MARSHALL, James
 RAMON, John
 RAMOS, Jack
 ROACH, Rick

Local 278

BORDIN, Robert S.
 JOHNSON, Keith R.

Local 287

ANZALONE, Vernon A.
 BACIGALUPI, James
 CAPPS, Gene
 FRANCO, Rudy J.
 JULIAN, Ruth A.
 ORTIZ, Hendrick R.
 VARSALLONA, Albert L.

Local 302/853

STEFFEN, David P.

Local 315

BARBANO, Chitaro
 ENOS, Danny
 GARCIA, Pedro
 GERMAN, Donald
 GILBERT, Jacqueline
 HENDERSON, Arthur
 JINKENS, Walter
 KISH, Louis
 MARSH, John
 PERENON, Richard
 PORTER, Ronald
 RICE, Wilfred
 RIFE, Robert
 SANTOS, Joy
 SEAVEY, James
 SMALLEY, Robert
 STEPHEN, Ronald
 STEVENS, Harold
 TRAVERS, Robert

Local 350

ARMSTRONG, Ricky

Local 484/490

BERTINI, Enrico, *Vice President,*
Local 278 Retiree Club
 BERTOLDI, Joseph
 BUCK, Charles
 DELORIO, Joseph
 MCGRATH, Reginald
 RYAN, Terry

Local 490

MILNER, Dennis

Local 665

AGUIRRE, Jose
 AVALOS, Oscar
 MACLAS, Richard
 MCLEAN, Leonard
 PARAZ, Alford

Local 853

ADKINS, Brian
 ASHENBRENNER, Carl
 BAUER, Paul J.
 CRANE, Ronald
 GRIFFITH, Velda Joyce

Local 856

BOLOUCHI, Ramin
 GILMORE, Milan
 RODRIGUEZ, Jose
 ROOKER, Don
 SNOW, Shawn

Local 890

COSMERO, Joseph R.
 PENA, San Juan
 SMITH, Myrl

Local 896

MILBURN, John
 ODLING, Victor

Local 912

STEPHENS, Paul

Local 921/853

EKLOF, Rose Marion
 FREDDIE, William A., Jr.
 GUSTAFSON, Terry
 KLINE, Edward



BULLETIN BOARD

— Meeting changes only —

Local 78

Effective February 1, 2008, Local 78 has merged into Teamsters Local 853, 2100 Merced Street, Suite B, San Leandro, CA. Telephone (510) 895-8853.

Local 853

As of April, 2008, all Membership Meetings will be held the second Thursday of the month at the Hayward meeting hall, 492 "C" Street, Hayward (previously Local 78 meeting hall and offices) at 7 p.m., except for October, 2008, which will be held at Local 853's West Bay office, 151 W. 20th Avenue, San Mateo.

NOTE: The Bakery Division (formerly Local 78) Quarterly meeting will be held the second Tuesday in June, 2008, 5 p.m. at 492 "C" Street, Hayward.

Rome Aloise, Secretary-Treasurer

UNION SECURITY NOTICE

THIS NOTICE IS PRINTED TO MAKE SURE YOU UNDERSTAND YOUR FINANCIAL OBLIGATION TO THE LOCAL UNION THAT REPRESENTS YOU IN COLLECTIVE BARGAINING

If your job is covered by a Union security clause in your collective bargaining agreement, the law provides three different methods for you to comply with its obligations:

1. You may become a full member of the Union by paying the initiation fee and monthly dues required pursuant to the Local's Bylaws.
2. You can pay the initiation fee and monthly dues without becoming a member.
3. You can become a "service fee payer," that is, you can pay the percentage of the initiation fee and monthly dues that represents your pro rata share of the collective bargaining expenditures of the Union.

The amount of the service fee is calculated each year by determining the percentage that the Union's collective bargaining expenditures bears to its total expenditures, and applying that percentage to the regular initiation fee and monthly dues. You can obtain this dollar amount upon request to the Local. Under the law, you have the right to challenge the correctness of the Local's calculation of the service fee payment. Procedures for doing this will be explained to you by your Local if you decide to satisfy your Union security obligation by paying a service fee.

A service fee payer is not a member of the Union, and is not entitled to participate in Union affairs.



TRAINING OPPORTUNITIES

Teamster Drivers' School offers careers and skills upgrades

If you've ever thought about upgrading your driving skills to get a Class A license and a potentially more lucrative career, the Teamsters Driver Training School is the place for you.

The School has been in existence for 12 years, but recently has received government grants and is building community connections so that it can provide a wide range of training for a much-reduced price.

"We're looking for a permanent home," explains Program Director Ron Hermanson. "But right now, we've got a great long-term temporary location at the Port of Oakland (555 Maritime Street)."

The course runs four weeks, Monday-through-Friday, from 7 a.m.-3:30 p.m. Classes start monthly, usually on the first of the month.

The school provides a study guide for the Class A license and the endorsements. "We supply all of the trucks and instructors and make the appointments for the DMV tests," Hermanson adds. "Our philosophy is to prepare our students to go to work, not just to get a Class A license."

The school's test vehicle is a tractor with a 6-speed transmission and a 28-foot trailer. Students are also trained to drive 6, 7, 9 and 10-speed tractors, 2 and 3-axle, 40-foot trailers and sets of doubles.

In fact, the school's success rate for people getting jobs is basically 100%. "Out of all of the students who graduated in the last year and half, their success rate in passing the Class A is 100% and they have all gotten work," says Hermanson.

The training is offered by instructors with 30 years of experience of Class A driving in various industries. After 160 hours of training and completion of the Class A license, each student is given a certificate of completion. Class size will range from four to 12 students, but the teaching ratio will never be more than five students per instructor.

"The first four days," Hermanson says, "students are given classroom instruction. And each day, they start driving the trucks on the driving range. By Friday of week one, they take their first trip out on the road. They drive every day from then on until they take their DMV driving test."

This year, the school will train at least 60 students. "We're planning for at least 120 next year," Hermanson says, "but expect it will be closer to 200 students."



Hermanson says that the school is making new partners with employers and workforce investment boards all the time. "We have a partnership with Alameda College in the Warehouse Logistics Partnership, which is starting this spring. Our students will be

able to go to Alameda College, in warehousing, learn forklift driving and logistics and, in addition, take a course as a truck driver."

The school will be implementing a passenger endorsement certification for a 19-passenger bus. This training

should be available by June.

"We're looking to grow and open campuses in other counties as well," Hermanson adds.

Eligibility

The school is open to anyone—both union and non-union, but their connections for job placement are with union firms.

Students are required to have their Class A permit with airbrakes on the first day of class. They also have to know how to drive a stick shift vehicle.

Disqualifications would include having a DUI within the last 10 years, more than two points on a current DMV record and failure to pass a drug screen.

Costs

The cost for the training is \$3,600, but few students pay that amount directly. Instead, there are three main ways that students access the school.

- **Employer Sponsored:** Students are encouraged to contact their employers to let them know about the opportunity to train under an Employment Training Panel (ETP) grant.

If you are sponsored by your employer, they will continue to pay your wages during training and they will pay a portion of the training cost (approximately \$800-\$1,000). This still represents a significant savings to them. Also, employers send people to the school for customized training.

- **Retraining through your local one-stop career center:** If you are unemployed, under-employed, coming from another industry or dealing with a plant closure, you may be eligible to get the training for free. One-stops are located throughout the nine Bay Area Counties and will determine if you are qualified for free training under the Workforce Investment Act (WIA). Due to funding streams, students are advised to contact their one-stop center in June.

- **Direct Payment:** Some students have paid the \$3,600 directly to the school out of their own pocket because they were up for a higher-paid position at work, but their employer wouldn't pay for their training.

To apply

You may pick up an applications at Local 70 or contact your local union hall.

For more information, contact Ron Hermanson at 510-830-9432. Leave a clear message and Ron will return your calls between 9-11 a.m. or 2-4 p.m.



SACRAMENTO REPORT

Fighting for Workers' Comp improvements

By BARRY BROAD, CTPAC

One of the Teamsters' top legislative priorities continues to be addressing ongoing concerns arising out of the sweeping workers' compensation reforms which were implemented in 2003 and 2004. Accordingly we have registered Teamsters' support and are actively lobbying on the following legislative measures:

Pre-designation of physician

SB 1338 by Senator Carol Migden (D-San Francisco) would permanently allow workers to pre-designate their treating physician for workers' compensation purposes. This is important because the right to pre-designate is scheduled to expire at the end of 2009.

Supplemental job displacement benefit

SB 1189 by Senator Gil Cedillo (D-Los Angeles) would fix a timing problem with the existing supplemental job displacement benefit and would thereby make the benefit more viable for permanently injured workers.

Rate regulation

AB 2692 by Assembly Member Ed Hernandez (D-West Covina) would re-institute rate regulation in the workers' compensation system.

Informational website

AB 507 by Assembly Member Hector de la Torre (D-South Gate) would establish an internet website listing information enabling workers to determine whether their employer is carrying workers' compensation insurance.

Permanente Disability update

In regards to permanent disability, the sitting Administrative Director of the Division of Workers' Compensation, Carrie Nevins, has yet to promulgate an increase to the permanent disability schedule that was promised by the Schwarzenegger administration. Under the so-called workers' compensation "reform" legislation, permanent disability benefits were slashed by an estimated 50% in cases where workers are entitled to permanent disability. About 30% of injured workers no longer get permanent disability benefits at all! It is our understanding that Senate and Assembly Leadership have engaged in conversations with the Administration to urge the Governor to do what he promised.



NEWS FROM TAP

Tips for avoiding job stress and job burnout

All workers face some degree of job stress—and everyone handles it differently. Not all stress is bad, however. Learning how to deal with and manage stress is critical to maximizing job performance, staying safe on the job, and maintaining physical and mental health.

Infrequent doses of job stress pose little threat and may be effective in increasing motivation and productivity. But excessive and prolonged job stress can lead to a dangerous downward spiral leading to poor health and injury.

The National Institute for Occupational Safety and Health (NIOSH), part of the U.S. Department of Health and Human Services, states that job stress, now more than ever, poses a threat to the health of workers. NIOSH defines job stress harmful physical and emotional responses that occur when the requirements of the job do not match the capabilities, resources, or needs of the worker. Stress also occurs when the situation has high demands that the worker has little or no control over.

Some jobs, by definition, tend to be higher stress. These include jobs in dangerous settings (fire, police), jobs that deal with demanding customers (service providers), jobs with demanding time pressures (healthcare), and those with repetitive detailed work (manufacturing). But stress is not limited to any one particular job or industry.

Stress and burnout can affect the immune system and have been linked to migraines, digestive disorders, skin diseases, high blood pressure, heart disease and emotional distress.

Job burnout is a response to work stress that leaves workers feeling powerless, hopeless, fatigued, drained and frustrated. But since job burnout is not an overnight occurrence, it is important to recognize the early signs and to act before the problem worsens.

Consider these statistics from a variety of national and university studies. Of all workers surveyed:

- 40% report their job is “very or extremely stressful.”
- 25% view their jobs as the number one stressor in their lives.
- 75% believe the worker has more on-the-job stress than a generation ago.
- 80% feel stress on the job, and nearly half reported that they needed help in learning how to manage it.
- Women are 60% more likely to suffer from job stress than men.
- American workers have the least vacation time of any modern, developed society.

- 25% of working moms and 36% of working dads say they bring home projects at least one day a week.
- 19% of working moms and 30% of working dads say they often or always work weekends.

Early warning signs of job stress and burnout

- You used to wake up in the morning excited for another day, but now you dread heading into work. You start watching the clock after lunch, counting the minutes to the end of the day.
- You feel physically sick, exhausted,

have headaches, feel muscle tension and are having trouble sleeping.

- Your co-workers are walking on eggshells around you
- You come in late and want to leave earlier.
- Apathy has replaced enthusiasm. You feel no motivation, no sense of accomplishment, no desire to be challenged or feelings of pride for a job well done.
- Negativism/cynicism, low morale, boredom, anxiety, frustration, fatigue, depression, alienation, anger, irritability



YOUR LEGAL RIGHTS

Important new laws affect you

From the Law Office of
Beeson, Tayer & Bodine

Hands-Free Cell Phone Use

Starting July 1, 2008, California will join several other states by enforcing a new law restricting cell phone use while driving. The law creates two general prohibitions. First, it will be illegal to use a cell phone while driving unless it is used with a “hands-free” device. Second, drivers under the age of 18 are not allowed to use a cell phone while driving, regardless of whether a hands-free device is used. The law does not apply to passengers, only the driver.

Permissible hands-free devices for those 18 and over include “Blue Tooth” and other earpieces as long as one ear remains uncovered during use, and “speakerphone” features or devices. Text-messaging is not specifically prohibited by the new law, but the California Highway Patrol and other government agencies warn that drivers may be pulled over and subject to citation for unsafe driving in general. Dialing is not prohibited.

No grace period is built into the new law. Drivers 18 and over may be pulled over for this offense alone. Whether a citation is issued depends, as usual, upon the discretion of the law enforcement officer involved. According to the CHP, the “base” fine plus other penalty assessments amount to \$76 for the first-time penalty and \$190 for subsequent violations. The offense is reportable to the DMV but will not result in “points” on one’s driving record. (Points may result in the suspension, probation, or revocation of a driver’s license.)

Drivers under 18 may be pulled

over for using a hand-held cell phone, but they may not be pulled over solely for using a hands-free cell phone. Use of a hands-free cell phone by drivers under 18 is considered a secondary offense for which they may be cited if they are pulled over for another offense.

The new law makes an exception for cell phone use during emergency situations, allowing any driver to make emergency phone calls to law enforcement agencies, medical providers, the fire department, and/or other emergency agencies.

Another notable exception is the use of “push-to-talk” features on two-way radios that do not require closeness to the user’s ear on certain vehicles including “motor trucks” and “truck tractors” as defined in the Vehicle Code (this exception does not apply to pick-up trucks), tow trucks, and specified farm vehicles. Additional exceptions apply to those who operate a vehicle on private property and drivers of authorized emergency vehicles while on duty.

Existing law already prohibits transit drivers and drivers of school buses from using cell phones except in emergency situations.

Social Security Numbers on Itemized Wage Statements

Starting January 1, 2008, state law began to restrict the use of your Social Security Number on itemized wage statements. Employers are prohibited from putting your entire Social Security Number on itemized wage statements. Use of the last four digits of your Social Security Number or an employee identification number is permitted.

Strategies for Managing Job Stress

While many methods of preventing job stress need to be developed and supported by the employer, there are things that workers can do to help you better manage job stress.

- Learn to say “no” when asked to take on additional optional obligations.
- Reevaluate your goals.
- Reduce your commitments at work and at home.
- Learn stress management skills. (Contact TAP for tips).
- Get plenty of rest; eat a healthy diet.
- If you got promoted into a more stressful position that you are not able to handle, ask about a lateral transfer—or even a transfer back to your old job.
- Talk it out. Sharing your stress with someone close to you and getting support and empathy is often an excellent way of blowing off steam and reducing stress.
- Cultivate allies at work. Just knowing you have one or more co-workers who are willing to assist you in times of stress will reduce your stress level.
- Find humor in the situation. When you start taking things too seriously, find a way to break through with laughter.
- Have realistic expectations. While Americans are working longer hours, we can still only fit so much work into one day. Having unrealistic expectations for what you can accomplish sets you up for failure—and increased stress.
- Nobody is perfect. If you tend to obsess over every detail and micro-manage to make sure “everything is perfect,” you need to stop.
- Maintain a positive attitude (and avoid those without one). Negativism sucks the energy and motivation out of any situation. Learn to reward yourself for little accomplishments, even if no one else does.
- Finally, give yourself a break. This means taking your vacation days, no matter how important your job is, and taking little breaks every day to re-group, re-energize and unwind.

Take the “job burnout quiz” to see where you stand: www.quintcareers.com/job_burnout_quiz.html

Remember, your employee assistance program, TAP, has counselors who can help you with stress management. Do something before job burnout takes a toll on your physical, mental and social well-being.